91-02395/

YUKON WOMEN
Strength in our Past
Determination in our Future

Government-Wide Plan of Action for Women
Progress Report 1985-1990
The Direction Ahead — Future Goals

Yukon
Women's Directorate
Margaret Joe, Minister

Minister's Message

As Minister Responsible for the Status of Women, I take great pleasure in presenting the Government-Wide Plan of Action for Women. This action plan maps out a road toward equality for Yukon women. It has resulted from dialogue and consultation with Yukon women (Indian and non-Indian, rural and urban), women's groups, organizations and agencies. We explored not only our differences — the result of different cultural backgrounds — but also the experiences that we, as Yukon women, have in common. The insight gained was developed into a practical plan of action by cooperative efforts at every level of government.

As the plan was being developed, it was reviewed and revised by the groups involved. The final outcome is the result of many hours of discussion, consultation, frustration, cooperation and sometimes, compromise. The hours were worth the effort. I believe that this plan fairly represents many of the priorities, expectations and goals of Yukon women, and a practical means toward achieving them.

There is no quick-fix solution to ensure equal and full participation of women at every level of society. Initiatives to help improve the status of women must be accompanied by efforts to change attitudes and remove barriers. I believe that this action plan is a good indication of the government's commitment to play a strong role in helping to achieve a fair and equitable Yukon society.

It has taken three years to fully develop a government-wide plan. During that time, many of the initiatives have been implemented. This plan is a map that shows us the direction we're heading, and important milestones along the way.

I am pleased to be part of a government that believes women and men should have equal rights, opportunities, access to services and the same freedom of action. Through cooperative efforts at all levels of government and by individuals and communities, we will continue to make considerable progress toward the full and equal participation of Yukon women in all aspects of life. Improving the status of Yukon women will ultimately lead to a happier, healthier Yukon.

Margaret Joe

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Minister Responsible
for the Status of Women

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The Women's Directorate

In 1985, the Women's Directorate became a free-standing department reporting to the Minister Responsible for the Status of Women. Prior to 1985, women's issues had been the responsibility of the Women's Bureau, a one-person unit of the Manpower and Labour Services Branch.

Mandate of the Directorate:

- *to integrate women's concerns into the mainstream of government policy-making and program development*

The Directorate is responsible for ensuring that women's concerns are fairly represented in all government policy-making and program development.

Directorate staff consists of a director, a policy analyst and an administrative support person. In order to fairly represent all Yukon women, rural and urban, Indian and non-Indian, visible minorities and women with disabilities, the Directorate relies heavily upon a network of women's groups and non-government organizations and agencies throughout the Yukon. Consultation with these groups and with women throughout the Yukon is essential for the Directorate to succeed in its mandate.

Within government, the Directorate is represented on key committees to ensure that departments consider the impact on women when developing policy and programs. The Directorate works with other jurisdictions and the federal government on issues of concern to women.

Yukon Advisory Council on Women's Issues

In 1987, the Yukon government established a Yukon Advisory Council on Women's Issues. The make-up of the Council provides a forum for rural and urban women of different cultural backgrounds to provide advice to the government on issues of concern to women. It gives them an opportunity to explore their different and unique situations and the experiences they have in common. The eight members of the Council bring a broad range of expertise and life experience to this task. The Council receives its funding through the Directorate budget.

Essential Partners

Women's groups and organizations are seen as essential partners in the eyes of government. Not only are these groups aware of women's needs and expectations, they have expertise in providing services to women.

Since its inception, the Directorate has worked to build an important line of communication between government and women's groups and Yukon women throughout the territory. Consultation with these groups assists the Directorate in identifying issues and priorities of Yukon women.

MAPPING THE ROUTE

A Framework for Action

Cabinet approved the concept of a government-wide action plan for women in June of 1986. That fall, the Directorate embarked on a process of consultation with women's organizations, agencies and the Council for Yukon Indians to determine the issues that should form the framework for the plan.

ACTION PLAN GOALS

- *to work toward economic equality for women and promote their financial independence;*
- *to gain recognition for the unique needs of all Yukon women;*
- *to redress situations in which women are at a disadvantage;*
- *to ensure access to services adapted to women's needs; and*
- *to change attitudes and remove barriers.*

The response to the concept was unanimous. Yukon women agreed that a government-wide plan of action for women was a step in the right direction on the road to equality. They expressed their expectations and future goals and determined their priorities.

In 1986, during the Yukon 2000 Economic Strategy consultation, Yukon women further defined their economic goals. Based on this consultation, the Directorate prepared a discussion paper entitled, "Women in the Yukon Economy: A Blueprint for the Future," which outlined Yukon women's economic concerns. Over the next two years, the Directorate was instrumental in bringing women's priorities to departmental heads. They, in turn, set to work developing policies and programs that would address these concerns. A Cabinet sub-committee was struck, comprised of Ministers and Deputy Ministers and chaired by the Minister Responsible for the Status of Women. This committee has provided input. It has reviewed, amended and approved the plan as it was being developed.

Target Areas for Action

- *Women in Government*
- *Women in the Economy*
- *Women and their Families*
- *Women and Employment*
- *Women in Public Life*
- *Women in Education and Training*

INCREASING PARTICIPATION IN DECISION-MAKING

- including women on departmental decision-making bodies to ensure that women participate in government decisions, especially those that affect women.

ACHIEVING ECONOMIC EQUALITY FOR WOMEN

- supporting measures to promote equitable participation in the areas of training, education, employment and the economy; and
- supporting measures to promote an equitable distribution of income.

IMPROVING QUALITY OF LIFE

- taking steps to achieve a safer environment for women and children;
- taking steps to ensure basic requirements for housing, food and clothing;
- providing services for physical and mental health needs;
- recognizing the cultural, social, political and economic contributions of women; and
- supporting measures to balance the dual demands of family life and participation in the labour force.

The Women's Directorate becomes a free-standing department reporting to the Minister Responsible for the Status of Women in 1985. The Directorate provides information and consultation to all government departments as they develop policy, programs and legislation to ensure the effect on women is considered.

A Yukon Advisory Council on Women's Issues is established in 1987. The Council provides advice to the government on issues of concern to rural and urban Yukon women

Consultation with non-government women's groups and organizations becomes an on-going process.

In 1987 and 1988, "Women on Wheels" travels to Ross River, Liard Basin, Carmacks and Carcross to provide workshops and exchange information. "Women on Wheels" is a group of women representing the Yukon Women's Transition Home, Victoria Faulkner Women's Centre, Yukon Indian Women's Association, Yukon Status of Women Council, Alcohol and Drug Services and the Women's Directorate.

Research projects on women's issues are undertaken to provide a Yukon-specific data base in order to determine the impact of government decisions on Yukon women.

A comprehensive resource library on women's issues is established at the Directorate and a current listing of publications is made available for distribution to government, non-government groups, organizations and individuals.

Directorate staff attend government committees (Deputy Minister's Review Committee, Policy Review Committee, Departmental Administrators Liaison Committee, Social Policy Committee) and meet with other departments on an on-going basis to consult on policy, programs and legislation.

All departmental cabinet submissions are required by the Executive Council Office to contain an "Impact on Women" statement. Directorate staff provide analyses of the impact on women through the government's policy review process.

The Minister Responsible for the Status of Women meets at least twice annually with all Council members and also meets with the community contact representatives. The Minister meets with the Council Chairperson on an "as requested" basis.

ACTION	ACTIVITIES & INITIATIVES
The Executive Council Office develops a policy on government-appointed boards and committees that includes gender balance.	By April of 1988, 44% of appointments are women. The Women's Directorate establishes the Yukon Women's Talent Bank and actively recruits women to serve on boards and committees. By March of 1989, the Talent Bank contains 46 names. The Boards and Committees Secretariat establishes a policy enabling government to provide child care expenses for all participants on boards and committees in 1988.
A working group on "Women in Government" is established to promote equitable representation of women at all levels of government.	In June of 1988, the group presents a report on women's participation in the Yukon government workforce to the Public Service Commission. In December of 1989, six Assistant Deputy Minister positions are established to strengthen government administration. Women are appointed to these positions in accordance with the affirmative action policy in order to increase their participation at the senior management level.
The Executive Council Office and the Bureau of Statistics request all government departments to gather and maintain statistical data by gender in areas of priority for women.	The Bureau of Statistics prepares a statistical profile on Yukon women, aboriginal people, youth and elderly (by pulling data from the 1981/1986 census). Women's Directorate produces a fact sheet on women's income in 1987. The Bureau of Statistics produces fact sheets on education, labour and industry participation by gender in 1988.
In accordance with the Omnibus bill, discrimination in legislation is no longer permitted.	The Department of Justice begins an on-going process of reviewing, auditing and amending legislation to ensure non-sexist, gender-neutral language. New bills are drafted with this consideration in mind. The Change of Name Act is amended to remove a provision that requires a woman to obtain her spouse's or divorced spouse's consent before she can change her name.

The Yukon government embarks on a process to develop human rights legislation. Pay equity is one of the concerns to be addressed.

Human Rights legislation is passed in 1987 and requires pay equity for Yukon government and municipal government employees. It further states that research on pay equity in the private sector be undertaken.

In the fall of 1989, Health and Human Resources begins a pay parity study regarding child caregivers. The first phase of this study is complete by the end of the year.

Women's Directorate and Justice produce a booklet for use by municipalities entitled, "Pay Equity Handbook," December, 1987.

To develop an economic strategy for the Yukon, the government embarks on a process of public consultation, Yukon 2000 in 1986. One of the goals is to ensure the full participation of Yukon women to determine their economic expectations.

The Women's Directorate produces a research study on "Women in the Yukon Economy: A Blueprint for the Future," and presents it at the Yukon Economic Development Fall Conference, 1987.

A conference on "Women in the Economy" is held in Haines Junction in 1987. Women express concerns about child care services and land claims issues.

The Yukon government develops a green paper, "Let's Talk About Child Care," and appoints a three-person Child Care Consultation Panel. In the spring of 1988, the panel embarks on a public consultation to identify Yukoners' views and concerns about child care. The Women's Directorate coordinates the consultation.

In the fall of 1988, the panel presents a report, "We Care: Yukoners Talk About Child Care," in which the views, concerns and priorities of Yukoners regarding child care are articulated. Many Yukon women, particularly in the communities, face barriers to employment, training and education when child care services are inaccessible or unaffordable.

The Women's Directorate begins research on Yukon women's participation in the private sector and on the specific barriers female entrepreneurs face.

In January of 1989, the Minister of Health and Human Resources announces the department's response to the panel report in a document, "Working Together: A Child Care Strategy for the Yukon." This strategy outlines 26 initiatives in the area of child care including increased start-up funding for child care centres and family day homes; improvements to the child care subsidy program; increased child development services and more outreach training for child caregivers.

By January of 1990, 82 new child care spaces have been created in Whitehorse with an additional 57 spaces in other communities for a total of 139 new spaces throughout the Yukon.

A new Child Care Services unit is established within the Department of Health and Human Resources to support the growing child care system in the Yukon.

In January of 1990, a new Child Care bill is tabled in the Legislative Assembly. Many of the provisions in the new bill address the concerns of Yukon women with regards to child care.

The research study is completed in July of 1988. It identifies specific training needs for women entrepreneurs in the areas of negotiating access to capital, finances, family/career, time management and other issues.

The Women's Directorate and Economic Development hold a conference for women entrepreneurs which features workshops in these areas in April, 1989.

From this conference, a listing of Yukon women entrepreneurs is produced and a Yukon Women's Business Network is formed.

Women in the Economy

Native Women and Economic Development is on the agenda of the Ministers Responsible for the Status of Women national meeting in 1987.

The Employment Standards Board, under the terms of the Employment Standards Act reviews and recommends minimum wage levels. As many lower-paid service positions in the private sector are held by women, the reviews are of particular concern to women.

The Women's Directorate, Yukon Development Corporation, and the Department of Education assist the Indian Women's Association in their development of a three-year proposal for a Indian Aboriginal Infrastructure Project. The goal of the project is to empower Indian women in rural communities to pursue personal as well as community economic development.

The Yukon Indian Development Corporation sponsors an Entrepreneurial Training program in 1989, with support from Economic Development. Over 50 per cent of the delegates are women, primarily First Nations from rural communities. Child care arrangements are included as support to enable participants to complete the 26-day residential program.

Economic Development introduces the Yukon Business Development and Community Development funds in 1988. First Nations and non-native women are identified as target groups to receive special considerations under both funding guidelines.

Economic Development features profiles of successful women in the Economic Development newsletter, in September of 1987.

In 1987, minimum wage is increased from $4.25/hr to $4.75. A Yukon-specific data base is used to develop a formula for minimum wage increases. In 1988, minimum wage increases from $4.75 to $5.39.

An annual review of minimum wage levels is one of the recommendations of a public consultation undertaken by the Employment Standards Board.

ACTION

ACTIVITIES & INITIATIVES **Women and their Families**

The Yukon government identifies goals and objectives to be considered in the development of health and social policy. These include promoting economic self-sufficiency, ensuring that economic security is a right of all Yukoners, and that services meet the needs of all Yukoners. All Yukoners should have equal access to quality health care services which promote physical, mental and emotional well-being.

An Advisory Committee on Social Policy is established in 1988 to review social initiatives to ensure they meet the policy objectives. The Advisory Committee includes equitable representation of women members.

In 1985, a Task Force is appointed and travels throughout the territory to hear Yukoners' concerns about family violence. R.C.M.P. statistics indicate that the number of spousal assaults are particularly high in the Yukon. Most of the violence is committed by men against women and children. A subsequent study, the Family Violence Interventions Project, further defines the problem and suggests solutions.

An inter-departmental committee is established with representation from the Women's Directorate, Health and Human Resources, Justice and Education. The committee develops policy principles and coordinates initiatives in the areas of family violence prevention and treatment.

The Family Violence Prevention Unit develops programs and provides support to victims, potential victims and offenders. Treatment programs are offered for sexual assault offenders. The Assaultive Husband's Intervention Program provides support for men who batter.

Treatment programs for sexual assault offenders are offered in conjunction with Mental Health. The psychiatric nurse at the Correction's Center is receiving training in the area of sexual assault.

In addition, the Family Violence Prevention Unit develops and offers training workshops for resource workers and individuals in the communities. In Dawson City, individual and group counselling is provided by the Dawson City Shelter.

The Victim Witness program is established in 1986. It provides services to victims and witnesses.

The Crime Prevention Coordinator considers prevention of family violence as a high priority and provides community outreach programming.

Dawson Women's Shelter is established in 1987. Capital funding for expansion and relocation of Kaushee's Place in Whitehorse is provided by Health and Human Resources in 1988.

The Safe Places Program is announced by the Health and Human Resources Minister in June of 1989. This program provides funding to community groups for safety and support to abused women and their children.

The Compensation for Victims of Crime Act, administered by the Workers' Compensation Act, contains provisions for financial compensation to women and their family members who are victims of violence and promotes the program in all Yukon communities.

The Yukon Advisory Council conducts a survey of politician's views on family violence and produces a booklet entitled the "Black & Blue" paper.

The Inter-departmental Committee develops a long-term strategy for a public awareness campaign on family violence. Cabinet approves the strategy in January, 1990.

The C.A.R.E. kit program, dealing with child abuse, is available for use by public school teachers. A teacher trainer is identified to assist teachers in using the program and begins travelling to all Yukon communities in January, 1990. This initiative is jointly sponsored by the Yukon Teachers Association and Department of Education.

The Department of Education conducts a survey to determine the child care and education needs of pregnant teens and teenage parents.

The Teen Parent Access to Education Society is established to develop programming, child care, education and support services to pregnant teens and teen parents. A facility for these teenagers is set up in the fall of 1989 with plans to open in the spring of 1990.

A study of accommodation needs for pregnant women from rural communities who give birth in Whitehorse is prepared by the Yukon Advisory Council on Women's Issues, with support from the Department of Health and Human Resources.

The Department of Health and Human Resources embarks on a process to develop a Yukon-specific data base to review social assistance rates and ensure adequate support levels.

The Department of Education reviews and modifies curriculum and resource materials to eliminate sex/role stereotyping and include gender balance and native content.

The Department of Education improves library resources in regards to women.

The Family Life Coordinator, Health and Human Resources, develops and distributes information on relationships and sexuality to grades 5 - 12 students in all Yukon schools. Family Life Education becomes mandatory for grades 7 - 12 students throughout Yukon.

A roster of families willing to provide support and accommodation for people travelling into Whitehorse from the communities for medical reasons is developed by the Department of Health and Human Resources as a short-term solution.

A survey to identify needs is undertaken by Health and Human Resources in 1989/90. A feasibility study to determine long-term options and costs begins.

A major revision of social assistance rates is implemented in 1988, after a relevant data base has been established. Legislation is amended to require an annual review based on the new data base.

In 1988, a policy is implemented that allows a parent on social assistance with at least one preschool child the option to remain at home rather than seek employment. Women are the sole supporters of 83 per cent of Canada's one-parent families.

History, Career Planning and Orientation, Health and Family Life curriculum are reviewed and modified to reflect gender balance and Yukon native content.

F.H. Collins counsellors use some resource materials provided by the Women's Directorate for career counselling and include both women and men in a wide variety of occupations at F.H. Collins Career Days.

Libraries and Archives Branch expands the reference, general and audio-visual collection, specifically in the areas of pregnancy, childbirth, child care and other reports on a variety of women's sissues.

The Yukon government passes legislation that prohibits discriminatory practices and promotes pay equity. Of the Yukon Labour Force, 43 per cent are women; 73 per cent of Yukon women over 15 years of age are employed outside the home. (Statistics have been provided by the Yukon Bureau of Statistics.)

The Human Rights Act and the Employment Standards Act are passed prohibiting discriminatory practices in areas of employment. Pay equity, the concept of equal pay for work of equal value addresses the reality that jobs that many women do, such as secretarial work, are often undervalued in terms of the skills and responsibilities these jobs entail.

Under the Employment Standards Act, provisions for improved maternity benefits are included.

A handbook on employment rights and how legislation affects employees is produced and distributed throughout the territory by the Women's Directorate in March of 1989.

Minimum wage rates are reviewed by Employment Standards Board and increased in May of 1988 and December, 1989.

A public workshop on pay equity is presented in Whitehorse in the fall of 1986, sponsored by the Yukon Status of Women and assisted by the Women's Directorate.

The Yukon Training Opportunities Program is established to provide the opportunity for Yukon government employees to obtain on-the-job training.

Under this program, the Department of Education establishes 14 training positions in 1988/89: 13 positions are filled by women, 10 of these by Indian women. Program focus is on community-based employment for entry-level positions.

Yukon College modularizes programming to accommodate part-time workers attempting to upgrade their skills. Community-based training programs are put in place to provide opportunities for rural and Indian people.

As of fall, 1988, all full-time programs may be accessed on a full-time or part-time basis. Academic Development is available at every community campus to assist those without basic skills to prepare for pre-employment programs. This initiative recognizes the need for women to access training in their own communities on a part-time basis to meet family responsibilities, training and education needs.

The Department of Education investigates ways of improving access to academic upgrading programs.

The Department of Education develops career counselling and support services for students. For women re-entering the workforce, or for those wanting to move out of lower-paying traditionally-female jobs, career counseiling provides a valuable service.

Program completion time lines are completely flexible because of the part-time program accessibility. The flexibility is particularly important for women who often must balance employment and family responsibilities while upgrading their skills.

Yukon Native Teacher Training, Yukon Social Service Workers and Yukon Early Childhood Development are three programs with a high level of participation by women. Having these programs available to Indian women in rural communities removes the barriers of leaving community and family to spend extended periods of time in Whitehorse for training.

Drop-in programming at a pre-college preparation level is offered from 9 a.m. to 9 p.m. and over lunch hours in Whitehorse to permit easier access for students with family or employment responsibilities. Community campuses offer program times to meet their own community needs.

A Career Services Program is established in a store-front facility in Whitehorse in the Spring of 1989. A mobile unit is operating to the communities in the fall.

A career counsellor provides career life planning to rural communities.

An Extension Services Counsellor visits rural campuses to advise students on academic and personal matters. A Career Counselling Centre at the main Yukon College campus provides these services to Whitehorse-based students.

In the fall of 1989, Career Services provides workshops for students and counsellors on Trades and Technology Careers, specifically targeting women and aboriginal people.

Health and Human Resources embarks on a major policy review of child care services, in response to a territory-wide public consultation. (For more details, see "Women in the Economy".)

The Public Service Commission Act and the Public Service Staff Relations Act are reviewed and updated with consideration for systemic discrimination and negative impact on women.

The Women's Directorate and Department of Education complete a joint research project in 1989 and develop an introduction to Science and Technology Program for public school students. The purpose of the program is to encourage girls and aboriginal students to study science and technology.

A career fair for students is sponsored by the Women's Directorate in 1987 and 1989. It features women in a variety of role models including non-traditional jobs and as volunteers.

New Yukon College with eight, 2-bedroom units to accommodate families in the residence opens for the fall session, 1988.

A child care centre on the main campus at Yukon college opens in the fall of 1988. It provides placement for 30 children between the ages of two and five years. Student parents make up two-thirds of the enrollment. The child care centre on campus is used as a student placement location for Early Childhood Development students.

In addition to initiatives previously listed, new programming includes support for pre-school and school age child care. Under this funding program, the Association des Franco-Yukonnais opens a french after-school program at Whitehorse Elementary School in Sept, 1989. A revision of the child care subsidy program improves rates and increases eligible child care programming.

The Positive Employment Program (PEP) is established in 1986 to develop policies to promote equitable participation and to help remove employment barriers for women, aboriginal people and people with disabilities.

A Training and Development policy is established. All training materials and delivery are reviewed for gender and cultural appropriateness.

ACTION	ACTIVITIES & INITIATIVES
	Positive Employment Program (PEP) develops an on-going series of affirmative action workshops in the fall of 1988. These workshops promote full participation of all target groups throughout the government workforce and increase understanding of the concept of affirmative action.
	A Staff Training Advisory Committee is established and is gender balanced. Affirmative action is a consideration as part of the evaluation criteria for staff development.
	A recruitment process for candidate evaluation and selection is revised to ensure fairness and successful participation of all target groups.
A survey of government employees identifies issues relating to quality of the work life.	An Employee Assistance and Health Program (EAHP) is approved in March 1988. Women, First Nations, people with disabilities and special needs employees are targeted as groups for particular consideration under the policy.
	EAHP offers "workplace wellness" workshops in January of 1990.
The Employee Assistance and Health Program, in consultation with the Women's Directorate identifies concerns of women regarding job-sharing and part-time employment.	EAHP begins developing guidelines for part-time employment in the Yukon government in 1989.
The Yukon Government recognizes the need for a computerized employee information system to provide a range of data by gender.	The Employee Information System is implemented by the Public Service Commission in January of 1988. Data is available by gender on the government workforce.
	Yukon College initiates a graduate survey in 1986 which includes gender breakdown and is produced annually.

THE DIRECTION AHEAD

The Next Step

Over the past five years, the government has demonstrated its commitment to improving the status of Yukon women. The preceding progress report illustrates this willingness to address inequalities in a variety of aspects of Yukon life.

Most importantly, the government encourages an on-going dialogue with Yukon women in order to address their concerns. For an action plan to reflect changing needs and continue to be relevant, its goals and objectives must be reviewed on a regular basis. To ensure that this action plan truly reflects the objectives of Yukon women, there must be a open line of communication. Encouraging and fostering dialogue between Yukon women and the government continues to be a major focus of the Women's Directorate.

In turn, the Directorate and government departments work together to ensure that Yukon women's concerns are integrated into the mainstream of government policy-making and program development. The Directorate sees its role as an initiator, assisting in policy and program development, then stepping aside as departments implement initiatives and programs and provide services.

Integrating Yukon women's concerns into all government planning, policies and programming.

Some of the ways in which this will be done include:

- providing forums for an exchange of information between Yukon women and government;
- ensuring rural and Indian women's concerns are identified through continued consultation and on-going dialogue (e.g. "Women on Wheels," representation of rural women on the Yukon Advisory Council on Women's Issues); and
- continuing to work with government departments to ensure that Yukon women's concerns are considered when policies and programs are being developed.

Increasing participation of women in government decision-making.

Some of the ways in which this will be done include:

- increasing participation by women at middle and senior management levels of government through the affirmative action policy;
- increasing representation of women on departmental decision-making boards and committees;
- measuring the progress of employment of target groups by developing a data base with gender, aboriginal and disability statistics; and
- reducing barriers to employment by holding workshops for target groups on how to apply and what to expect in middle and senior government positions.

Continuing to support and entrench the elimination of discrimination.

Some of the ways in which this will be done include:

- ensuring that new legislation contains provisions eliminating discrimination, whenever applicable;
- reviewing existing legislation to ensure that the language is not gender-biased;
- developing a communications handbook for departments;
- ensuring that all government publications fairly represent all people of the Yukon; and
- developing a non-sexist research policy to ensure that gender is considered a variable in governmental research projects.

Promoting equitable participation of women in the economy and promoting their economic equality.

Some of the ways in which this will be done include:

- addressing the entrepreneurial training needs of women through workshops and conferences;
- developing a handbook on how to start a small business;
- addressing barriers women may face in accessing financial resources;
- researching the number of Indian women entrepreneurs and home/cottage-based businesses to identify the problems they face; and
- gathering statistics and developing a Business Directory of women entrepreneurs to market their services; and
- exploring the value of unpaid labour to the economy, such as volunteer work and homemakers' contributions.

Encouraging women to pursue careers in non-traditional occupations.

Some of the ways in which this will be done include:

- addressing barriers to more equitable participation in the major private sectors of the Yukon economy;
- encouraging government and the private sector to hire, train and promote women in non-traditional occupations; and
- encouraging young women in junior high and high school to consider non-traditional occupations and entrepreneurship as possible career options (e.g. role models at career fairs, Science and Technology workshops and "Women do Math" conferences).

Coordinating Government's efforts to develop programs and initiatives in the treatment and prevention of family violence. Encouraging and promoting community-based action for safe and healthy communities.

Some of the ways in which this will be done include:

- assisting community groups to provide safety and support to abused women and children;
- providing training workshops for community resource people who provide treatment to victims and offenders;
- encouraging information-sharing and networking between professionals and "helpers" in the area of family violence (Family Violence conference, Directory of Services);
- training workers and developing treatment services for sexually-abused children;
- developing joint protocols for handing the investigation of child abuse to ensure a coordinated approach (between Health and Human Resources, the RCMP, Crown Attorney and the Yukon Medical Association);
- providing support services to victims, witnesses and sexual assault victims (including a more accessible location for the Family Violence Prevention Unit and a 1-800 HELP line for sexual assault victims);
- providing treatment and programming for offenders to prevent repeat offences; and
- initiating an on-going public awareness campaign on family violence to inform the general public about the incidences and effects of violence on women and children. Encouraging individuals and communities to take responsibility for this problem and find solutions.

Continuing to improve the quality, affordability and accessibility of child care services throughout the Yukon to cope with the reality of an increasing number of women in the workforce and providing options for stay-at-home parents.

Some of the ways in which this will be done include:

- providing a legislative framework and developing regulations and standards to ensure the provision of quality child care services in the Yukon;
- focussing on quality enhancement by reviewing and revising the operating and maintenance grant program to increase wages of child caregivers; and
- continuing to implement the child care strategy.

Exploring ways to be supportive of women who choose to stay at home as homemakers.

Some of the ways in which this will be done include:

- exploring further income maintenance issues that affect women;
- assisting women in making the transition from work in the home to the labour market by encouraging part-time and job-sharing as employment options; and
- researching the costs and options involved in the provision of Homemakers' Pensions; and
- exploring ways to ensure economic security for Yukon women after a marriage breakdown (e.g. review Matrimonial Property and Family Support Act to ensure equitable sharing of assets on marriage breakdown).

Increasing counselling and family support services.

Some of the ways in which this will be done include:

- increasing support to community agencies to provide additional counselling services to rural communities;
- improving access to family planning information and counselling to teenagers throughout the territory; and
- assisting college students to deal with personal and family issues through workshops on parenting, legal information, stress management and personal relationships.

Providing improved services for women in the area of health.

Some of the ways in which this will be done include:

- providing mammography services in the Yukon; and
- monitoring and encouraging the participation of Yukon women in the national process to address issues pertaining to new reproductive technology.

Recognizing and supporting initiatives that give employees more flexibility to better balance family and work responsibilities.

Some of the ways in which this will be done include:

- developing policies and legislation as a framework for government to set an example as a model employer;
- promoting part-time and job-sharing positions as viable options to give employees more flexibility in planning work and home responsibilities;
- implementing an affirmative action policy in government to direct employment practices;
- promoting "wellness in the workplace" and employee assistance and health programming, recognizing the specific concerns of women; and
- exploring innovative approaches that integrate employment and family responsibilities. For example, a government program called TOTS (Take Off The Summer) was introduced in Prince Edward Island a few years ago to reduce the high unemployment rate of summer students. By allowing parents to spend the summer months with their school-age children, summer students obtain employment in challenging areas.

Improving and monitoring the government's response to the training needs of women employees.

Some of the ways in which this will be done include:

- developing a comprehensive training policy which will accommodate equitable access to training and educational leave for women employees; and
- developing a profile to provide statistical information on the participation level of women in the government workforce.

Encouraging women's participation and recognizing their contributions in the areas of arts and culture, sports and recreation.

Some of the ways in which this will be done include:

- promoting Yukon women's achievements and contributions to Yukon society (e.g. an International Women's Day Awards Banquet, a yearly daybook of Yukon women's biographies);
- reviewing the Sports Canada policy on women in sports to determine which recommendations are relevant to the Yukon;
- reviewing the present funding of sports programs to ensure that Yukon women benefit equitably from these funds;
- ensuring that there are no barriers to women's participation in arts and cultural programs;
- coordinating the production of a women's newsletter and/or radio program, in conjunction with Yukon women's organizations, as a way to share information among women throughout the territory; and
- providing resources on women and women's issues.

Ensuring academic upgrading and training programs are accessible to Yukon women.

Some of the ways in which this will be done include:

- providing outreach training programs for more accessibility to women in the communities outside Whitehorse;
- providing life skills training in rural communities;
- offering academic upgrading programs on a flexible schedule to allow students to integrate their family responsibilities with their academic requirements;
- reviewing the Students Financial Assistance Act to ensure that the specific needs of women students have been considered;
- encouraging educational institutions to increase the representation of women in decision making; and
- providing counselling as a part of any training program (e.g. Career Services will provide coordination, resources and services to school and college counsellors. Women and girls are a targeted client group.)

Reviewing new programs and resource materials to ensure that they include gender balance and native content in an unbiased manner.

Some of the ways in which this will be done include:

- developing guidelines specific to the Yukon for acquisition and use of program and resource materials; and
- developing supplementary curriculum materials in the Yukon which incorporate a balanced representation of women and men, native and non-native, in all roles and activities.